

Frequently Asked Questions

- **Is there a cost to me or my agency to participate?**

There is no cost to submit the Intent to Participate form, and most of the activities can be completed with no charges. However, some of the activities may involve a fee, such as taking a TGL Alumni Leadership module or attending a professional conference. In those cases, it is your responsibility to either pay the fee or obtain your employer's consent to pay the cost.

- **How do I "test" to move from one level to another?**

Simply keep up with the activities you complete to earn your next belt using the BBLP Activity Tracking form, found online at www.tn.gov/dohr/bblp.shtml, and submit to the Awards Committee by the due date to be considered. The calendar can be found online at www.tn.gov/dohr/bblp.shtml. The primary requirement to move from one Belt to another is to complete the number of points for each prior belt level.

- **Do past activities count?**

In most cases, the activity must be done during the timeframe you are working on a particular belt. Example: You served on a board two years ago, so you could not count that service toward your current BBLP participation. Points are only accumulated for current activities. The only exceptions are previous TGL program completion (LEAD, TGMI or TGEI) and LEAN or Six Sigma certification regardless of when it occurred. These will be counted in the points for earning your Yellow Belt. Example: Completing one TGL program earns you the White Belt. Any second (or third) TGL program you have completed in the past will add relevant points immediately toward your Yellow Belt, when indicated on the Intent to Participate Form.

Frequently Asked Questions

- **What is my time commitment? How long will it take to earn my black belt? Can I take longer if I need or want to?**

If you are a White Belt, you must progress to the next level (Yellow) within 24 months of submitting the Intent to Participate form. You may take as much or as little time as you would like to complete the succeeding belt levels. If you pursue the program aggressively, you might expect to earn your Black Belt in approximately three years.

- **How is the program maintained/administered?**

The program was developed by the Vision Committee of the inaugural TGL Council in 2013, and is administered by members of the current TGLC and the Commissioner and State Chief Learning Officer of DOHR. Changes to the BBLP program, including additions to the activities involved in earning the various levels of belts, are made by current TGLC and the Commissioner and State Chief Learning Officer of DOHR. Contact information for the current TGLC members and State Chief Learning Officer can be found online at www.tn.gov/dohr/bblp.shtml.



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*Tennessee Government
Leadership (TGL)
Presents:*

Black Belt Leadership Program



The Black Belt Leadership Program is a self-directed, structured development opportunity for the Tennessee Government Leadership (TGL) alumni community.

Leaders begin their journey upon graduation from one or more of the statewide leadership programs: LEAD TN, Tennessee Government Executive Institute (TGEI) or Tennessee Government Management Institute (TGMI). Alumni may continue their journey of leadership development through participation in the Black Belt Leadership Program.

There are six levels of the Black Belt Leadership Program: White Belt, Yellow Belt, Orange Belt, Blue Belt, Green Belt, and Black Belt. To advance from one Belt level to the next, participants must earn the specified number of points in Strategic Development and in Service. At the initial Belt levels, Strategic Development is the most emphasized component because personal learning is fundamental to professional development. As participants advance through the belt levels, Service (both internal to state government and external to the community) becomes the more emphasized component, recognizing the importance of paying it forward and investing and focusing on others.

To enroll in the Black Belt Leadership Program, interested individuals must complete an Intent to Participate form. This form and additional information can be found at www.tn.gov/dohr/bbldp.shtml.

Black Belt Leadership Program (BBLP)

White Belt	Yellow Belt	Orange Belt	Blue Belt	Green Belt	Black Belt	
Graduate of LEAD TN, or TGEI, or TGMI, and Online Registration					Strategic Development Points 40	
	Strategic Development Points 60	Strategic Development Points 55	Strategic Development Points 50	Strategic Development Points 45	60 Service Points	
	20 Service Points	30 Service Points	40 Service Points	50 Service Points		
TOTAL Points Per Belt:	80 Points	85 Points	90 Points	95 Points	100 Points	= 450 Points
Individualized Development Activities						= 50 Points
Total points accumulated for Black Belt Level						= 500 Points



Achievement Levels

POINT VALUES:

Participants must complete the number of Strategic Development and Service points as indicated in the graph above. Strategic Development points are earned by completing activities such as training, leadership development programs, seminars, webinars, conferences, etc. Service points are earned by completing a balance of internal service and external service activities. A total of 500 points is required to earn a Black Belt. For more detailed information regarding what activities earn points in each category, go to www.tn.gov/dohr/bbldp.shtml.